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ABSTRACT

This report by the Oregon Commission for Child Care discusses child care in Oregon in terms of its accomplishments, issues, obstacles, and future. Accomplishments in the areas of legislation, state agency coordination, community outreach, and an annual conference are described. Issues and obstacles are discussed in terms of economics and the workforce, employers' leadership role in providing child care, and the effects of caregivers and the conditions of their employment on children in their care. Future issues include legislative concepts for 1991 and budget requests for 1991-93. An annotated list profiling employers who provide models of high quality child care services is also included. (RH)

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Child Care in Oregon:
Report to the Governor and Legislature

Oregon Commission for Child Care
1990-91

PS 019554

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The Teddy Awards

"Teddy Awards" have been established by the Commission for Child Care to recognize those who have been exemplary models in furthering the goals of the Commission. This year's "Teddy Awards" went to:

- Neil Goldschmidt, who during his tenure as Governor of Oregon launched the Children's Agenda and promoted a "Great Beginning";

- Representative Delna Jones, for her consistent commitment to Oregon's children and child care issues through her work with the Commission;

- Dr. Arthur Emlen, of Portland, for his nationally recognized research on work and family issues and for his continuing assistance to the Commission;

- Colleen Dyrud, coordinator of the School-Age Child Care Project, for her support of school-age child care programs, and her four-year mentorship to the Commission; and

- Michele Tennesen, 1990 Commission Chair, for initiating the Provider Resource Organization and for being a tireless advocate for family day care providers.

The Commission for Child Care extends a special thank you to all who contributed to this report and to the care of Oregon's Children.

A special note of thanks goes to Mary Louise McClintock, state Child Care Coordinator, for her contribution to this report and for her liaison role with the Commission for Child Care.

Oregon Commission on Child Care

State Capitol
Salem, Oregon 97310

To Governor Goldschmidt, Governor-Elect Roberts, President Kitzhaber, Speaker Katz and Speaker-Elect Campbell:

On behalf of the Commission for Child Care, we are pleased to present our fourth report, "Child Care in Oregon 1990."

Our previous reports documented the issues, problems, and potential solutions vital to the development of accessible, affordable, quality child care in Oregon. The current report is a review of the Commission's activities during 1989 and 1990, including our legislative proposals for the 1991 session.

In 1985, the Commission spoke as a lone voice on these most critical issues. Over the years, we have established many new partnerships representing government, business, providers and consumers. These partnerships have produced significant improvements to the woeful conditions detailed in our first report.

We can all be proud of programs such as Great Start, the implementation of the Family Support Act, child care tax credits, parental leave, and resource and referral services. But with all of the new programs and new players, we must offer a note of caution. These programs represent a first step. Much more needs to be done if we are to reach our goal of accessible, affordable, quality child care for all who need it. Solutions will require the continued efforts and support of all of our partners.

We thank you, Governor Goldschmidt, for being the "Children's Governor." And we look forward to a partnership with Governor-Elect Barbara Roberts. The continued commitment of the governor's office, the legislative assembly, business, schools, and child care advocates is critical in assuring the protection and nurturing of Oregon's most valuable resource, its children.

Sincerely,

Michele Tennesen

Michele Tennesen
Commission Chair, 1990

Sandra Hewett

Sandra Hewett
Interim Commission Chair, 1990

cc: Members of the 66th Legislative Assembly

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OREGON
Commission for Child Care
REPORT TO THE GOVERNOR AND LEGISLATURE 1990

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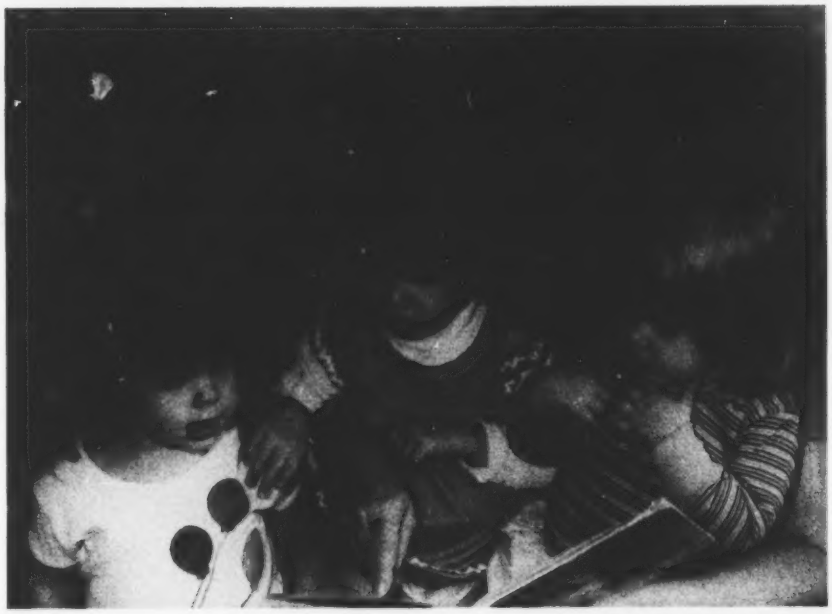

Mission Statement

The mission of the Commission for Child Care is to advocate for the availability of quality, affordable child care for all of Oregon's children. To this end, the Commission seeks to:

- Increase awareness of the pivotal role child care plays at community and state levels in economic development, crime prevention, education, and family self-sufficiency;

- Increase awareness of how child care serves the needs of Oregon's present and future workforce, and how it affects the health, safety, and welfare of children;

- Educate policy makers and the public about child care issues;

- Promote communication and partnership among families, businesses, government, educators, and child care providers;

- Advise and consult with state and local agencies, boards, and commissions concerned with child care issues;

- Monitor Oregon's changing child care needs, issues, and programs;

- Propose effective solutions and innovations; and

- Facilitate the enactment of appropriate legislation.

At the heart of the Commission's work is support of the essential ingredient of quality child care — the nurturing relationship between caregiver and child, moment to moment and day to day.

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Introduction

The Oregon Commission for Child Care was established by the 1985 Legislative Assembly. The Commission was charged with studying the conditions of child care in the state and reporting its findings to the Governor and the Legislature. During its first year, the Commission found a critical shortage of affordable, accessible, quality child care. While the reasons for the shortage were varied, an underlying cause was the failure to recognize child care's vital role in the economic and social well-being of the state.

From its beginning, the Commission has actively sought solutions to the problems discovered during that first year. The Commission's advocacy with state and local government agencies has brought about a recognition and increased acceptance of government's role in child care issues. The Commission sponsored legislation and successfully sought passage of measures that:

- Guaranteed parental leave for Oregon's working families;
- Established
  - ✓ the position of **State Child Care Coordinator,**
  - ✓ a **Resource and Referral** grant program to promote community-based child care options,
  - ✓ a program for **Child Care Scholarships** for low income students, and
  - ✓ programs offering training for child care providers through the **Economic Development Department's Small Business Assistance Program.**

The Commission promoted a business tax credit to provide incentives for private financing of child care solutions. The Commission also worked with the Department of Human Resources to increase the amount of child care subsidies for low income families and to establish a system of direct provider payments.

Recognizing the need for more public information and for child care advocates to decrease their isolation, the Commission has held three annual conferences. The Commission published three reports documenting child care conditions in the state and the efforts being made to improve those conditions. Commission members have written articles and appeared at speaking engagements to provide information on child care issues.

Commission advocacy has helped to secure corporate child care investors. The resulting generous grants from such sources as Mervyn's Foundation and the Ford Foundation have been used to establish training programs and to recruit and retain family home care providers. The Commission participated in establishing the Oregon Child Care Initiative (OCCI), a private foundation that provides assistance to community-based efforts to expand and improve the quality and supply of child care. The OCCI funnels corporate and private dollars into child care systems through grants that provide funds and technical expertise. Ford Foundation and Oregon corporations have made significant contributions to OCCI.

As the picture of child care in Oregon has developed from a somewhat visible yet diffuse problem to a clearly identified set of issues and solutions, the Commission for Child Care has traveled a similar path. In the past five years, the Commission has grown from a novice group of dedicated volunteers into an educated, influential coalition of child care advocates.

In this report, we present a look at the accomplishments of 1990, the issues and obstacles in child care, and the legislative goals for 1991. As members of the Commission, we look to you to:

- Carry forward the momentum for child care gained in the 1989 Legislative Assembly;
- Expand existing child care programs;
- Increase funding for child care programs; and
- Address this issue of care for our children with an eye on prevention and toward the social and economic future of Oregon's communities.

Working together, we can accomplish these goals.

Accomplishments

I. Legislation

✓ Child Care Resource &Referral (CCRR)

Child care in Oregon is a complex system of families, providers, regulators, employers, educators, professional associations, and community service organizations. For more than a decade, the system has been uncoordinated, inefficient, and ineffective at providing quality care for all children in need.

Oregon suffers from limited child care options for pre-school children. Availability of quality care is limited for infants and toddlers, school-age children, children with emotional or physical disabilities, cultural and ethnic minorities, and the economically disadvantaged.

These deficiencies are aggravated by increasing demands for quality child care coupled with increasing turnover of child care providers.

Quality child care has become a basic economic issue for working families and employers in search of a stable workforce. Access to child care is a critical obstacle to many families as they move from the welfare system towards economic self-sufficiency.

In January 1988, the Commission for Child Care began addressing the structural problems of Oregon's uncoordinated child care system. With funds authorized by the 1987 Legislative Assembly, the Commission funded four pilot programs to provide community-based child care information and referral services. These interrelated services linked parents to providers, employers and communities to child care planning services, and providers to training and technical assistance.

The pilot programs have strengthened and expanded the child care system in their communities by acting as the "glue" that holds the system together and by serving as the central resource for employers, parents, and providers.

Based on the early successes of the four pilot programs, the 1989 Legislative Assembly adopted landmark legislation to develop a comprehensive statewide system of Child Care Resource and Referral services. The Legislature pledged to become a stable partner with local communities and authorized $906,000 to fund the initial development phase.

The legislation defined five basic CCRR services including:

1. Referral and consultation for parents and consumers;
2. Access to training and technical assistance for providers;
3. Consultation and technical assistance to employers;
4. Assistance in community planning for children; and
5. Development of a comprehensive data base of child care supply and demand information.

After a year of planning and development, the Commission received contract applications from 11 service delivery areas. Six applicants were awarded contracts to begin operation in July 1990. Three more agencies will start operation before January 1991. Developmental work continues in the remaining seven service delivery areas. By June 1991, at least nine community-based agencies will be serving nearly 80 percent of Oregon's children under age 15, and an additional three or four agencies will be ready for funding.

✓ Sunset and Staff Position

The original sunset date of the Commission was 1989. It was extended by the 1989 Legislative Assembly to 1993.

During the last legislative session, the Commission was granted one part-time staff position for the first time since its inception. The position provides for clerical and organizational support, and assists with financial planning and interagency communications.

✓ Parental Leave

The law was amended during the 1989 Legislative Assembly to conform to an Attorney General Opinion regarding the use of sick leave. A further amendment raised the age from 6 to 12 for newly adopted children. This amendment addressed the concerns of adoptive parents who recognized that the bonding needs of children between the ages of 6 and12 differ little from those under six.

(Continued on next page)

• Legislation

✓ Direct Provider Payment

Until recently, the Adult and Family Services Division paid child care subsidies directly to families receiving assistance. These families, trying to meet subsistence needs, were often faced with unforeseen housing, food, or medical emergencies. Parents would use child care payments to meet emergencies and thus become delinquent in payments to child care providers, many of whom are earning near poverty wages. As a consequence, many providers stopped taking children whose families received child care subsidies. This made it difficult for these families to find quality care.

In both the 1987 and 1989 Legislative sessions, the Commission sought direct provider pay as a part of a larger package regarding subsidies for low income families. While unsuccessful in those attempts, the Commission worked closely with staff from Adult and Family Services Division, provider groups, and advocates for low income families. As a result, in April 1990, the policy regarding child care payments was changed. In most programs, the Division is now paying providers directly, as it does for the services of doctors, dentists, and other professionals.

✓ State Scholarship Commission

Chapter 1047 of Oregon Laws 1989 (SB 750) enabled the State Scholarship Commission with the advice of the Commission for Child Care to award to eligible undergraduate students the cost of child care services. Out of fifteen institutions that applied for funds, four grants were awarded totalling the allocated $380,000. Data collected from these pilots will be used to substantiate need for increased funds from the 1991 Legislative Assembly.

✓ Adolescent Pregnancy & Parenthood Committee

House Bill 3114, enacted by the Oregon 1989 Legislative Assembly, established a committee to provide recommendations on the implementation of public policies and a statewide comprehensive program to combat the problem of adolescent pregnancy. The Commission for Child Care participated as a member of the HB 3114 committee. A final report and recommendations will be presented to the Sixty-sixth Legislative Assembly in January 1991.

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II. State Agency Activities

✓ Coordination

Between the legislative sessions (1989-1990), state agencies and legislative committees have been examining governance and organization of state child care and early childhood education services.

Influencing these discussions are:

- Establishment or expansion in recent years of state child care and early childhood education programs;
- Increased involvement of the state in addressing child care needs of welfare clients under the Family Support Act (welfare reform);
- Establishment of a new community planning process for children prenatal through age 18, under the Community Children and Youth Services Commission; and
- Congressional consideration of major federal child care legislation.

An **Interagency Child Care Policy Group** has been formed consisting of representatives of the Children's Services, Adult and Family Services, and Employment Divisions of the Department of Human Resources; the Commission for Child Care; the Community Children and Youth Services Commission; the Executive Department; the Economic Development Department; the Department of Education; the Office of Community College Services; and the State System of Higher Education.

This group's functions include:

- Identifying opportunities for coordination and integration;
- Developing a unified response to legislative proposals;
- Resolving problems that arise between state agencies in the administration of child care programs;
- Developing the State of Oregon's plan for implementing new federal child care legislation.

Other state agency coordination and planning efforts include work groups and advisory committees in the areas of child care resource and referral, school-age child care, child care aspects of welfare reform, and pre-kindergarten programs.

An **Adult and Family Services Division** staff planner has been placed in the **Department of Human Resources Child Care Coordinator's** office to ensure that child care activities under welfare reform are coordinated with existing child care programs.

✓ Other Activities and Initiatives

The **State Agency Child Care Program** was established in 1989 by the Executive Department and works cooperatively with the Child Care Coordinator's Office. The program manager coordinates state agency child care assessments, planning, and program implementation for state employees.

Children's Services Division is looking at ways to make rules for school-age and family child care more useful to providers. They are also following the American Public Health Association's work on health, safety, and injury and illness prevention.

Beyond basic school support, the **State Board of Education** has adopted, as its second priority, the expansion of pre-kindergarten programs for Oregon's children. The federally funded school-age child care project (operated collaboratively by the Department of Education and community agencies) provides technical assistance for quality standards and start-up grant funds for school-age child care programs. Grants totalling $ 23,000 were awarded to new school-age child care programs in 1990 in response to requests for $136,000.

The **Oregon Children's Agenda** established the **Great Start Program** to identify and meet the needs of children prenatal to age six. Of 27 Great Start plans submitted by local planning groups to the **Community Children and Youth Services Commission**, 25 counties listed child care as one of five top priorities.

III. Community Outreach

✓ Public Forums

The Commission sponsored 11 community meetings throughout Oregon during late summer and early fall. The meetings were similar to public hearings but intentionally less formal and structured. The purpose was to give citizens an opportunity to meet with commissioners and exchange ideas on a wide range of child care topics.

✓ Summits

Child care summits were formed in response to the Commission's ongoing frustration over the lack of any provision for quality in Oregon's system of voluntary registration for family day care providers. The summit committee, comprised of people across the state from all facets of child care, is working to develop a user-friendly system for all providers and the families they serve

✓ Center Survey

Because of center closures and a growing apprehension about the survival of child care centers, the Commission conducted a survey to identify child care center concerns. The results of this survey revealed a distressing trend. Most responding centers not subsidized by universities are in a constant struggle for survival. Some of the causes are: expensive insurance, high staff turnover because of low wages, no career ladder in existence, and regulation differences between family day care and child care center providers which make it difficult for centers to compete with less-expensive options.

IV. Annual Conference

"Child Care - A Partnership" was the theme of the Commission's annual conference on October 4-6, 1990. This year's conference featured panels on employer partnerships, legislation, lobbying, and welfare reform. The keynote speaker was Bill Ewing, Child Development Supervisor in Pomona, California's Unified School District, where 1,200 children are served in a variety of school-sponsored child care programs.

The purpose of the annual conference was to:

- Share child care issues with the public;
- Further public and private education about obstacles and solutions to child care problems; and
- Bring together the organizations and individuals advocating for child care and children's issues.

Among those attending were parents, child care providers, legislators, and representatives of private business and state government.

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With limited funds and mostly volunteer effort, the Commission has been instrumental in improving the condition of child care in Oregon. The public's awareness of child care issues has increased. However, while changes have occurred and progress has been made, nearly every problem and issue described in the 1986 Commission report, 'Child Care - A Quiet Crisis,' exists today.

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Issues and Obstacles

I. Child Care: Economics and the Workforce

Child care has become a major service need in our changing economy.

- Women comprise 44 percent of Oregon's workforce.
- Fifty-four percent of Oregon mothers with children under the age of 6 work outside the home.
- Sixty-five percent of the mothers with school-age children are also employed.
- More than fifty percent of families are now supported by two or more wage-earners and others are headed by a single parent.

With fewer mothers at home, more pre-school children need care throughout the day. School-age children need after-school care, although many are left alone.

It is projected that between now and the year 2000, two-thirds of new entrants to the state's workforce will be women. Because of the declining birth rate of the late sixties and seventies, and the resulting shrinkage of the pool of available workers, it will be important to the economy to enable maximum participation in the workforce. We need a dependable child care infrastructure in place to meet the predictable continuing demand for the year 2000 and beyond.

Oregon Shines, the Oregon Progress Board's blueprint for a healthy state as the new century opens, emphasizes the need for healthy families and for productive employees. Child care is a pivotal service to both concerns.

In short, child care is a business need — a workforce issue. Oregon cannot be a player in the national and international economy in the 21st Century unless business, government, and families work together. Quality, affordable child care must be available, just like roads, bridges, and health care, so that Oregonians can work.

Employers lead way in child care

Encouragement and assistance for employer child care program development is provided through the State Child Care Coordinator's Office. Growing numbers of employers are leading the way, providing good models:

✓ **Alphastar, Inc., (MacDonald's of Central Oregon), Bend,** subsidizes $1.00 per hour (or $1.25 per hour if more than one dependent) of employees' dependent care costs.

✓ **AVIA Athletic Footwear, Tigard,** collaborated with PacTrust, the developer of the business park in which the company is located, in contributing to the cost of developing a child care center in the park. Half of the center's spaces are available to children of AVIA employees. A sliding scale subsidy is provided to employees using the center or other child care arrangements. Flexible time off with pay can be used to cover family illnesses and other family needs.

✓ **Benedictine Nursing Center, Mt. Angel,** operates a near-site child care center serving employees and the public, subsidizing 50 percent of the cost of care for employees using the center.

✓ **Eugene Water and Electric Board, Eugene,** leases a building to a corporation (formed by parent employees of EWEB) that has developed and is operating a child care center. EWEB also contributes to the cost of the center's operation.

✓ **Heart of the Valley Center, Corvallis,** operates an on-site child care center for employees as a separate non-profit corporation. A greater portion of the child care fee is subsidized for each additional year an employee remains with the company.

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✓ **Hawthorne Auto Clinc, Inc., Portland,** a company with six employees, subsidizes up to $400 per month of child care costs for employees working more than 30 hours per week.

✓ **The Inn of the Seventh Mountain, Bend,** offers a 25-percent dependent care subsidy to all employees working an average of 25 hours or more per week. It operates a two-week summer day camp for employees' children ages 5 to 10, charging parents only for materials.

✓ **Klamath County YMCA, Klamath Falls,** allows employees to use YMCA child care programs at no cost while at work.

✓ **Markowitz and Herbold,** a Portland law firm, has instituted a sick-child care reimbursement policy, paying up to $50 per day for the cost of alternative care arrangements for sick children. Employees have 15 sick days per year for themselves or to care for family members. Sick-child reimbursement is counted as a sick day.

✓ **Mentor Graphics** is planning to open an on-site child development center in summer 1991, in its new Wilsonville location. Besides providing employee subsidies and a custom-designed facility, the corporation will strive for the highest quality through an innovative cooperative arrangement with Portland State University and its Helen Gordon Child Development Center.

✓ **Mid-Columbia Medical Center, The Dalles,** operates an on-site child care center serving hospital employees and other area health employees.

✓ **Nike, Inc.,** is planning an in-house child care center, scheduled to open in 1991.

✓ **Olsten Temporary Services, Salem, Portland, Beaverton, Tualatin,** subsidizes 10 to 15 percent of child care costs incurred by employees using certain child care facilities. They have a dependent care assistance salary reduction plan.

✓ **Powell's Books, Portland,** pays child-care costs up to $400 per month for employees working more than 28 hours per week, under the Oregon tax credit program, which allows an employer a 50 percent tax credit (up to $2,500) for employee child care expenditures.

✓ **Pro Tem Professional Temporary Services, Portland,** uses a voucher system to pay 50 cents of each hour of employees' child care costs, also allowing a half-hour each way for travel to and from the child care provider.

✓ **Restaurant Management Northwest, Inc., Portland,** offers a $1.25 per-hour dependent-care subsidy for employees working certain shifts at its Burger King restaurants.

✓ **Salem Hospital, Salem,** operates a sick-child care center for hospital employees.

✓ **Sequent Computer Systems, Beaverton,** operates an on-site employee child care center, which is partially subsidized by the corporation.

✓ **J R Simplot, Hermiston,** provides on-site child care services for the children of employees. This is an innovative marriage of the government sponsored Head Start program, private employer contribution, and an existing for-profit day care center in the community.

✓ **Siuslaw Care Center, Florence,** opened an employee child care center in 1987, and experienced a dramatic reduction in turnover.

✓ **The State of Oregon** offers a salary reduction, flexible spending account with a dependent care option, and has flextime, part-time, and job-sharing policies. A full-time State Agency Child Care Program assists state agencies with employee child care issues. State agencies contributed to the creation of a community Parent Resource Center at the Salem YWCA. Two state employee child care centers in Salem were established with start-up funds from state government (January 1990).

1. **YWCA/Capitol Mall Children's Center** received start-up funds from the 1989 Legislative Assembly and twelve state agencies (August 1990).

2. The Oregon Department of Transportation opened **Sunstone Children's Center,** operated by the YMCA.

These employers, while helping their own employees, and in turn, their businesses, are pioneering child care partnerships crucial to Oregon's economy.

II. Child Care: The Profession and the Children

Attracting and retaining qualified child care center and home professionals are major challenges, due to poor wages and low status in the field.

A study of child care centers in five U.S. metropolitan areas, released in 1989 by the Child Care Employee Project, found that staff turnover in child care centers had nearly tripled since 1977, from 15 percent to 41 percent. The report tied this trend directly to wages earned by center staff, which it found had dropped 27 percent since 1977 when adjusted for inflation.

Child care staff earn an average of $5.35 per hour, less than half as much as comparably educated individuals in other fields. The study's findings are borne out by a recent survey of child care centers conducted by the Oregon Commission for Child Care, in which center directors reported growing difficulties in attracting and keeping qualified employees.

Provider turnover is even more rapid in family child care, the type of care most frequently used by working parents. Family child care providers leave the profession at an estimated rate of 60 percent per year, meaning most families must seek a new caregiver for their children at least twice each year.

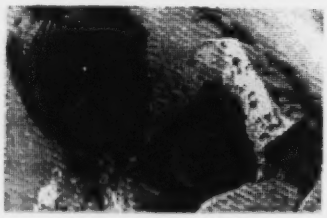
It is our children who feel most directly the impacts of such problems as high provider turnover and shortages of qualified professionals. For example, observations nationally and in Oregon indicate a rapid decline in the incidence of child care staff trained in early childhood education. This is a cause for concern, given the conclusion of a National Day Care Study in the late 1970s that staff training in early childhood education is one of the two most significant determinants of the success of pre-school children in child care. (The other factor is group size.)

More recently, the Child Care Employee Project report cited above concluded that the better paid a child care center's staff is, the better care they provided to children. The study also found that children attending centers with more turnover in teachers were "less competent in language and social development."

Child care professionals must have access to adequate training, but if we are to attract and keep well-trained professionals, wages and status must also be enhanced.

Child care professionals must have access to adequate training, but if we are to attract and keep well-trained professionals, wages and status must also be enhanced. Since many parents already are hard-pressed to afford the cost of their children's care, many providers do not have the option of raising fees in order to improve staff compensation.

Given limited provider and parent flexibility, it is imperative that employer involvement be expanded and that government action be taken to improve provider compensation and help additional low and moderate income families with the cost of care.



Looking Ahead

I. Legislative concepts for 1991

✓ Dedicate 1 Percent of Economic Development Funds for Child Care

The Commission for Child Care recommends that 1 percent of grants awarded by the Oregon Economic Development Department to communities and businesses through economic development programs be devoted to increasing the quality and supply of child care in local communities. Grantees would be required to develop a plan to allocate 1 percent of awards to child care. This plan would require a sign-off by one of the following: Commission for Child Care, local Community Children and Youth Services Commissions, or Child Care Resource and Referral programs in their service delivery area. This proposal states that child care is a workforce issue and a cost which should be factored in at the outset when new development comes to a community. It encourages solutions on the local level.

✓ Business Tax Credit, Modifications, and Sunset Extension

The Commission for Child Care proposes to increase and maintain business involvement and investment in the provision of child care services. Proposed amendments to the business tax credit would allow credit for in-kind contributions and for those employers who lease property. Also included in this legislation is a request to extend the sunset clause to the year 2002.

✓ Child Care with Head Start Modeled Programs

One of the Commission's goals is resolving the child care needs of Oregon's low income families (including seasonal agricultural workers) who have no access to child care support programs. These "special-needs" children must be better prepared for success in school. The proposed legislation is not to supplant other funding sources, but to coordinate early childhood education programs. Many children eligible for Head Start programs are unable to participate because most Head Start programs do not operate all day.

The proposed legislation is to provide funding for full-day, year-round child care for children participating in pre-kindergarten programs or other state or federal Head Start-modeled programs. Funding will go to programs in communities with a significant number of low-income families without access to other child care support programs. This proposal does not change existing programs but enhances Head Start programs in Oregon to meet the special needs of low-income working families for child care.

✓ School-Age Child Care

Another Commission goal is to meet the child-care needs of low-income working families (including seasonal agricultural workers) who have no access to school-age child care support programs. These children must receive the assistance they need to succeed in school. This proposed legislation would authorize funds for school-age child care. State funding would need to be matched and funding would go to programs with a sliding fee scale.

✓ Early Childhood Care and Education Improvement Program

A goal of the Commission for Child Care is to improve the training of providers to meet increasing demands for quality early-childhood care and education.

In order to carry out this goal, the Commission proposes funding for a grant program to non-profit agencies (for example: community colleges, provider organizations, and/or local or state agencies). These grants would fund continuing education, training, and technical assistance to providers. Funds could be used to provide financial assistance for providers to participate in existing programs. At least 15 percent of funds should be designated to provide bilingual or cross-cultural training to providers. Funds administered by a non-profit foundation would be based on a dollar-for-dollar match from private sources.

✓ Continued and Expanded Funding for Student Child Care Grants

The Commission supports the State Scholarship Commission's proposed legislation to continue and increase funding for low income student scholarship grants for child care. This allows more parents to finish schooling.

II. Budget requests for 1991-1993

✓ Adequate Staffing for the Commission

Because of the rapid and accelerated increase in child care awareness, the all-volunteer Commission has found it increasingly difficult to meet government requirements and public needs. Without adequate staffing, volunteer Commissioners are burdened with additional administrative and committee duties.

The Commission employs only one half-time staff person. More staff is needed to provide administrative oversight and direction, and to meet clerical and financial duties, ongoing government regulations, and the public demand for increased communications.

✓ Expanded Resource and Referral Program to Reach all Areas of the State

The Commission estimates that a total of $3 million is required from the state in the next biennium to support the Child Care Resource and Referral Program in every Oregon county. In return for its investment, the state will attract twice as much local investment in child care and will be on its way to providing the child care infrastructure that Oregon's workforce needs.

✓ Child Care Provider Salary Enhancement Program

Serious problems of recruiting and retaining child-care workers are directly related to inadequate salaries and benefits. With dramatic changes occurring in the workforce demographics, the impact of a child-care worker shortage in a time of greater need must be examined from both an economic and social perspective.

The Commission is requesting funds for a report that will document the salary crisis in Oregon's child care industry and propose comprehensive, workable solutions.

✓ Outreach to all Oregon Communities

The Commission is requesting funds to hold three of its monthly meetings outside the Willamette corridor. This will encourage a more geographically diverse Commission membership and enable more communities to address the Commission.

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Summary

To work toward a future that values children and demonstrates that value with philosophy and action takes a dedicated, long-term commitment. It means learning from the past, knowing where we stand today, and mapping out a clear route for future progress.

The Commission for Child Care stands proudly as an advocate for quality child care for all children. Through legislative action, community outreach, the building of child care resource and referral programs, and educational efforts, the Commission continues to increase public awareness and inspire citizens to take action to care for Oregon's children — Oregon's future.

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OREGON COMMISSION FOR CHILD CARE

Members appointed by
The Governor, Senate President, and Speaker of the House

Chair
Michele Tennesen
Provider
Portland

Interim Chair
Sandy Hewett
Government
Salem

Members

Rural Non-Profit Provider:
Kay Burns
Hermiston

Labor:
Arlene Collins
Portland

Women's Commission:
Shirley Hamilton
Portland

Legislature:
Senator Larry Hill
Springfield

Business:
Bob Johnson
Corvallis

Consumer/Parent:
Rebecca Johnson
Portland

Legislature:
Representative Delna Jones
Aloha

Legislature:
Representative Dave McTeague
Milwaukie

Legal/Tax Advisor:
Pat Conover Mickiewicz
Portland

Bilingual Provider:
Nancy Monroe
Forest Grove

Government:
Marlene Perkins
La Grande

Provider:
Dennis Reynolds
Eugene

Provider:
Linda Riepe
Eugene

For Profit Provider:
Sharon Sawicki
Roseburg

Consumer/Parent:
Barbara Tenneson
Sutherlin

Consumer/Parent:
Dan Vizzini
Lake Oswego

Inner City Provider:
Tom Tison
Portland

New Commission Members

Consumer/Parent:
Kathryn Budny
Portland

Home Provider:
Jennifer Morley
Newport

Medical:
Nancy Binder
Portland

Government:
Susan Slack
Medford

Agency Liasons

Karen Moffat
Children's Services Division

Mary Louise McClintock
Department of Human Resources

Colleen Dyrud
School-Age Child Care Project